

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 PER-05 FSE-00 ABF-01 CIAE-00
COME-00 EB-08 INR-10 LAB-04 NSAE-00 SIL-01 L-03
HEW-06 TRSE-00 OMB-01 /052 W
-----025977 291932Z /45
R 291612Z MAR 78
FM AMEMBASSY DUBLIN
TO SECSTATE WASHDC 0357
INFO AMEMBASSY LONDON

UNCLAS SECTION 01 OF 02 DUBLIN 01077

E.O. 11652: N/A
AGS: AFSP, APER
SUBJECT: WAGE INCREASE

REF: STATE 77152, DUBLIN 1035

1. EMBASSY HAS BEEN TIED TO NATIONAL WAGE AGREEMENT SINCE FULL SCALE
WAGE SURVEY AND POSITION CLASSIFICATION WAS PERFORMED BY PROFESSIONAL
SURVEY TEAM FROM DEPARTMENT IN DECEMBER 1975. NATIONAL WAGE AGREEMENT

IS NEGOTIATED BETWEEN GOVERNMENT, EMPLOYEE AND TRADE UNIONS AND WHILE
IT IS NOT ACTUAL HOST GOVERNMENT DECREE, IT HAS THE EFFECT OF A
GOVERNMENTAL DECREE. PERTINENT SECTIONS OF AGREEMENT ARE AS FOLLOWS:

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QUOTE INTRODUCTION-

1. THIS AGREEMENT PROVIDES FOR INCREASES IN RATES OF PAY IN TWO
PHASIS, PROCEDURES FOR THE RESOLUTION OF PROBLEMS WHICH COME
WITHIN THE SCOPE OF THE AGREEMENT, AND ARRANGEMENTS DESIGNED
TO AVOID INDUSTRIAL DISPUTES. THE PROVISIONS OF THE AGREEMENT
REPRESENT AN INTEGRATED AND COMPREHENSIVE SET OF STANDARDS AND
PROCEDURES TO BE OBSERVED BY EMPLOYERS AND TRADE UNIONS AT
INDUSTRY AND FIRM LEVEL WHEN CONSIDERING MATTERS

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REFERRED IN THE AGREEMENT. EMPLOYERS AND TRADE UNIONS SHALL
NOT TAKE OR SUPPORT ACTIONS WHICH WOULD BE CONTRARY TO THE TERMS
OF THE AGREEMENT.-

2. IMPLEMENTATION-

(A) THE TERMS OF THIS AGREEMENT, WITH THE EXCEPTION OF CLAUSE
3, SHALL COME IN FORCE IMMEDIATELY FOLLOWING NOTIFICATION TO

THE CHAIRMAN OF THE EMPLOYER-LABOUR CONFERENCE BY THE JOINT SECRETARIES THAT THE AGREEMENT HAS BEEN RATIFIED. CLAUSE 3 SHALL COME IN FORCE IN ACCORDANCE WITH THE PROVISIONS SET OUT IN CLAUSE 3.-

(B) THIS AGREEMENT WILL BE DEEMED TO HAVE BEEN RATIFIED WHEN NOTIFICATION TO THAT EFFECT HAS BEEN CONVEYED TO THE CHAIRMAN OF THE EMPLOYER-LABOUR CONFERENCE BY THE JOINT SECRETARIES ON BEHALF OF THEIR RESPECTIVE SIDES.

PAY INCREASES-

3 (A) CHANGES IN RATES OF PAY SHALL BE NEGOTIATED AT INDUSTRY OR FIRM LEVEL THROUGH RECOGNISED NEGOTIATION PROCEDURES AND IN ACCORDANCE WITH THE PROVISIONS OF THIS AGREEMENT.

(B) DURATION OF AGREEMENTS-

(I) AGREEMENTS MADE BY EMPLOYERS AND TRADE UNIONS AT INDUSTRY OR FIRM LEVEL SHALL BE FOR A PERIOD OF 15 MONTHS (IN ACCORDANCE WITH THE TERMS OF SUB-CLAUSES (C) AND (D) HEREUNDER) AND SHALL PROVIDE FOR INCREASES IN BASIC RATES OF PAY FOR ADULT EMPLOYEES IN TWO PHASES AS SET OUT HEREUNDER.

(II) THE DURATION OF THE AGREEMENT AND THE DATE OF COMMENCEMENT SHALL NOT BE ALTERED EXCEPT IN CASES WHERE PARTICULAR DIFFICULTIES HAVE ARISEN AS A RESULT OF OTHER CHANGES IN TERMINAL DATES PROVIDED FOR IN THE 1974 NATIONAL AGREEMENT. WHERE SUCH DIFFICULTIES ARISE, NO ALTERATION SHOULD BE MADE EXCEPT BY MUTUAL AGREEMENT BETWEEN EMPLOYERS AND WORKERS IN THE INDUSTRY OR FIRM, AND WITH FULL REGARD TO THE EFFECT OF ANY ADJUSTMENTS MADE ON OTHER UNCLASSIFIED

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GROUPS OF WORKERS. ANY SUCH PROPOSALS SHALL BE SUBMITTED TO, AND AUTHORISED BY, THE EMPLOYER-LABOUR CONFERENCE BEFORE IMPLEMENTATION.

(C) FIRST PHASE

THE FIRST PHASE INCREASE SHALL BE APPLIED TO THE BASIC RATE OF ADULT EMPLOYEES FROM THE DATE OF EXPIRY OF CLAUSE 3 (D) OF THE NATIONAL AGREEMENT, 1977 IN EACH EMPLOYMENT EXCEPT WHERE OTHER ARRANGEMENTS HAVE BEEN AGREED BETWEEN THE PARTIES IN ACCORDANCE WITH THE PROVISIONS OF THIS OR EARLIER NATIONAL AGREEMENTS. THIS PHASE SHALL OPERATE FOR A PERIOD OF 12 MONTHS AND SHALL BE FOR WHICHEVER OF THE FOLLOWING TWO AMOUNTS IS THE GREATER:-

(1) 8 PER CENT OF BASIC PAY;-

OR

(11) IRISH POUND 3.50 A WEEK.

(D) SECOND PHASE

THE SECOND PHASE INCREASE SHALL BE APPLIED TO THE BASIC RATE OF ADULT EMPLOYEES AS FROM THE END OF THE FIRST PHASE AND SHALL OPERATE FOR A PERIOD OF 3 MONTHS, EXCEPT WHERE OTHER ARRANGEMENTS HAVE BEEN AGREED BETWEEN THE PARTIES IN ACCORDANCE

WITH THE PROVISIONS OF THIS OR EARLIER NATIONAL AGREEMENTS.
THE AMOUNT OF THE SECOND PHASE INCREASE SHALL BE:-

2 PERCENT OF BASIC PAY UNQUOTE.

2. NATIONAL WAGE AGREEMENT WAS RATIFIED ON MARCH 23, 1978. IT
EFFECTIVE, AS DISCUSSED SECTION 3C, AT EXPIRY OF LAST NATIONAL WAGE
AGREEMENT. EXPIRATION DATES VARY BY TYPE OF INDUSTRY OVER
PERIOD DECEMBER 31, 1977 TO MARCH 31, 1978.

3. TERMS OF INCREASE, IE. EIGHT PERCENT OF BASE PAY WITH MINIMUM OF
IRISH POUND 3.50 PER WEEK, WERE CHECKED WITH ALL SURVEYED -

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R 291612Z MAR 78
FM AMEMBASSY DUBLIN
TO SECSTATE WASHDC 0358
INFO AMEMBASSY LONDON

UNCLAS SECTION 02 OF 02 DUBLIN 01077

COMPANIES; RESULTS AS FOLLOWS:-

- A. IMPLEMENTATION DATE OF MARCH 1, 1978:-
PUBLIC SERVICE EMPLOYERS, INDUSTRIAL DEVELOPMENT AUTHORITY,
TEXACO COMPANY LTD., FIRST NATIONAL CITY BANK AND IRISH
CEMENT LTD.
- B. IMPLEMENTATION DATE APRIL 1, 1978:-
GUINNESS & COMPANY AND IRISH DISTILLERS LTD.
- C. AER LINGUS COULD NOT BE CONTACTED BECAUSE IT IS CURRENTLY
ON STRIKE.
- D. I.B.M. IRELAND LTD. DOES NOT TIE DIRECTLY TO THE
NATIONAL WAGE AGREEMENT, BUT HAS IMPLEMENTED INCREASED IN
EXCESS OF RATES OF INCREASE CALLED FOR BY NATIONAL WAGE
AGREEMENTS. SHANNON

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Secure: OPEN
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